

ANTI-HARASSMENT POLICY (STUDENTS)

THE KING DAVID SCHOOL



INTRODUCTION

This policy applies to students of The King David School.

The School's approach to harassment including bullying, sexual harassment and other forms of intimidation is described below:

- The King David School community abhors all forms of harassment and resolves that it will not be tolerated.
- The School aims to provide a safe, supportive environment for all students, teachers, ancillary staff and parents.
- All members of the school community are entitled to feel safe at all times.
- The School community should act as an example to other communities in terms of its tolerance and harmony.
- The students of The King David School should leave the School empowered to deal with any harassment they may face in other settings.

Groups of students who are more likely to experience bullying or harassment are those who:

- have a disability
- are gender diverse
- identify as LGBTIQ
- come from minority racial, national or ethnic backgrounds, including First Nations people.

WHAT IS HARASSMENT?

Harassment is the deliberate, persistent, physical or psychological intimidation of a person by another person or group with the intent of causing hurt or discomfort.

TYPES OF HARASSMENT

Physical Bullying

This is unwelcome physical contact used intentionally to hurt or intimidate someone. This includes: pushing, shoving, fighting, property damage, invasion of personal space, punching and pinching

Verbal Bullying

This is the use of comments to hurt or intimidate someone. It includes jokes, threats, teasing, insults and put-downs. These can be spoken or written. It also includes harassing someone over the telephone or internet.

Cyber Bullying

This is a situation in which a person receives unwanted messages, or messages about a person are sent to others, with the intent to intimidate, embarrass, belittle or hurt. This includes: taunts, threats, discriminatory and racist comments, teasing, insults, some jokes, malicious gossip, distribution of inappropriate images, audio or video files, or misrepresentation of identity. This type of bullying uses internet services such as email, chat rooms, discussion groups, social networking sites or instant messaging. It can also occur through mobile phones using SMS/MMS.

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Sexual Harassment

Physical acts or comments of a sexual nature which intimidate a person constitute sexual harassment. Examples of sexual harassment may include: touching someone inappropriately, making sexual comments, display of sexually-explicit material, sexual gestures and rumour-mongering. It also includes comments about a person's sexual orientation or gender identity.

Gesture Bullying

Gesture bullying occurs in situations in which a bully uses non-verbal signals to silence or intimidate victims. This includes the looks that some bullies give to other students.

Extortion

If students are intimidated into handing over possessions, food and/or money to another person or feel intimidated into cheating, stealing, lying or doing school-work for others, they have been subjected to extortion which is a form of bullying.

Exclusion

This is where people are intentionally and knowingly left out of activities. This may be a game, a conversation, a party or other group event. It also includes being 'frozen out' and rumour mongering.

HARASSMENT AND JEWISH ETHICS

Jewish teachings state clearly how we, as Jews, should act with regard to harassment.

"Who is the person who desires life and loves days that they may see the good? Guard your tongue from evil and your lips from speaking deceit. Depart from evil, and do good; Seek peace, and pursue it." (Psalm 34:12-14).

There are 31 commandments that relate to Lashon Hara (negative speech against another person) in the Torah. Two parts particularly call on people to refrain from verbal harassment. "You shall not go up and down as a talebearer among your people" (Leviticus 19:16). "You shall not wrong one another." (Leviticus 25:17).

It is clear throughout all Jewish texts and traditions that harassment and tale bearing is seen as evil and something to be spurned. On Yom Kippur we are called upon to examine our relationship with other people and we are specifically challenged to consider whether we have treated those around us poorly.

Judaism also gives us some direction in how we are to handle harassment.

Finally, we need to continue our tradition of being "a light unto the nations" and make sure that The King David School is an example to all other schools in terms of harmony and support.

THE SCHOOL COMMUNITY'S RESPONSE TO HARASSMENT

Students

Students have two responsibilities with regard to harassment: first they must refrain from harassing anyone, and secondly they must make every effort to ensure that there is no harassment at the School. This means appropriately supporting victims against bullies and never doing anything that would encourage a bully.

Reporting Bullying

Students are encouraged to advise their teacher as soon as they are aware of bullying. An email address (student.help@kds.vic.edu.au) is dedicated to allow students to report bullying anonymously if they do not feel confident enough to approach a teacher.

ICT Department

The School has restricted access to specific websites and external email addresses that can increase the anonymity of the offending bully. The school system monitors all emails sent and automatically redirects emails that contain potentially harassing content for further analysis. Consequences for online harassment are outlined in the School's Positive Behaviour Policy.

Teachers

Teachers are to ensure that the School is harassment-free by taking the following actions:

- Listening attentively to all complaints of harassment.
- Investigating and recording all incidents on the Student Portal, which can be viewed by Coordinators and Heads of School.
- Warning students who harass to cease their harassment, referring both bullies and victims to Year Level Coordinators.

Apart from these actions teachers are encouraged to create and run programs that promote harmony and student wellbeing (e.g. social skills). Teachers are to act as role models with regard to how people should treat one another.

Senior Leadership Team

The Senior Leadership Team will strive to ensure that all children in the School feel safe at all times. In order to achieve this, the SLT has a range of strategies that may be used to assist bullies in ceasing to harass others. Students who repeatedly bully will be asked to attend the SBRC (Student Behaviour Review Committee) to explain how they will change their behaviour and to understand the consequences they will receive if the behaviour does not cease. Any of these strategies outlined below may be employed at the Principal's (or their delegate's) discretion, particularly if a student has been involved in repeated incidents.

1. Referral to counselling — before a student becomes a habitual 'bully' they will have the opportunity to examine their behaviour and learn new ways of behaving.
2. Detention — a more defined consequence where the student is given time to think about their behaviour.
3. Restorative conversation - between perpetrator and victim to discuss the impact of their behaviour and steps to repatriate the relationship.
4. Class Conference —a class meeting chaired by a Coordinator or School Counsellor that focuses on the student seeing the effect of their behaviour on their peer group.
5. Meeting with parents —held to enlist the support of parents in order to bring about change in a student's behaviour.
6. Suspension —used to send a strong message to bullies that their behaviour will not be tolerated in the school community.
7. Expulsion — after a student has undergone some or all of the previous steps and is still unable to change his or her behaviour the Principal may require the student to leave the school community.

Parents

Parents are asked to focus on teaching children appropriate ways of interacting with others. This includes encouraging them to use all available resources within the School. It also means that parents should not direct children to retaliate as this response is likely to worsen the situation. Parents must not take the situation into their own hands by speaking with other students or parents about a conflict in which their child may be involved. Parents must alert Home Room or Kesher teachers first. If required, the Year Level Coordinators, Heads of School or the Principal may be advised and called upon to manage the behaviour.

Child Protection

Students who are bullied, especially by older students, may need further assistance and/or protection. Please refer to the School's Child Protection Policy about assisting students who feel unsafe.
